

**Fee - \$349 per day**

**Early Registration Discount** \$329 for online registration or if payment is received by **July 11, 2016**

**Thursday  
August 11, 2016**

**REGISTER NOW**

[www.eetraining.eeoc.gov/tapsmain.html](http://www.eetraining.eeoc.gov/tapsmain.html)

By registering for a Training Institute event, you agree to all applicable Institute policies.

**ENHANCE YOUR EEO KNOWLEDGE** at the **2016 EEOC Kansas City Technical Assistance Seminar** sponsored by the **EEOC St. Louis District Office**. The seminar will be held at the **Adams Pointe Conference Center (& Courtyard by Marriott)**.



# EEOC Kansas City Seminar

**U.S. Equal Employment Opportunity Commission**

## 2016 SEMINAR LOCATION

**ADAMS POINTE  
CONFERENCE CENTER  
COURTYARD BY MARRIOTT**

1400 NE Coronado Drive  
Blue Springs, Missouri 64014  
866.82.ADAMS (23267) or  
Phone: 816.220.4400

[www.adamspointecc.com](http://www.adamspointecc.com)

### **Hotel Arrangements**

Registrants are responsible for their own arrangements

Participant materials will be available for download and/or e-mailed prior to the day of the seminar.

**EVENT Code: 16T-STL-02**

**TRAINING YOU CANNOT AFFORD TO MISS!**  
Join us for the best in EEO training, from the experts who enforce the law.



**EEOC**  
**Training Institute**  
*...Learn from the Experts*

**Questions about the seminar?**

**Mocha Suell**

**St. Louis District Office**

(314) 539-7949

(314) 539-7895 FAX

(314) 425-4130 TTY

[mocha.suell@eeoc.gov](mailto:mocha.suell@eeoc.gov)

# U.S. Equal Employment Opportunity Commission

## EEOC Kansas City Seminar

Thursday  
August 11, 2016

### CANCELLATIONS, REFUNDS, NO SHOWS

Cancellations received more than **10 business days** prior to the seminar are eligible for a refund less a \$35 processing fee. No shows are not eligible for a refund. Substitutions may be made prior to the beginning of the seminar.

### WHO SHOULD ATTEND?

- Human Resources
- EEO Managers and Staff
- Attorneys
- Managers and Supervisors
- State and Local Officials
- Union Officials
- Federal EEO Staff (seminar approved for EEO Investigator Refresher credit)

### Training Institute Policies - Event Code: 16T-STL-02

**PAYMENT - \$349 for the day.** Fee includes seminar, lunch, refreshments at breaks and an eight volume 2016 EEO library on a **CD**. **PAYMENT MUST ACCOMPANY REGISTRATION.** *EEOC Tax ID Number: 52-0812909*

#### GET A DISCOUNT PRICE of \$329 when

1) registering on-line at [www.eetraining.eeoc.gov/tapsmain.html](http://www.eetraining.eeoc.gov/tapsmain.html) before August 10, 2016.

2) mailed registrations are postmarked on or before July 11, 2016. All mailed payments postmarked after July 11 are subject to the \$349 registration fee. Checks **received after** July 11 containing insufficient funds will be returned. **NOTE:** All credit card charges will be listed as **EEOC Training Institute** on your statement.

MAIL registration forms and checks to:  
EEOC TRAINING INSTITUTE, 6841 ELM STREET, SUITE 1092, MCLEAN, VA 22101

**STATE AND LOCAL GOVERNMENT REGISTRANTS: NOTE:** To request an invoice (to secure payment via **check or credit card**) please call or e-mail the EEOC Training Institute. **Registration** confirmation is issued **after** payment is received by the EEOC Training Institute.

**FEDERAL GOVERNMENT REGISTRANTS USING IPAC (Intra governmental payment and collection):** Federal agencies must complete the EEOC's Inter Agency Agreement Form (IAA Form) at the time of registration.

**REGISTER ONLINE - [www.eetraining.eeoc.gov/tapsmain.html](http://www.eetraining.eeoc.gov/tapsmain.html)**  
Credit card and electronic bank check registrations will receive immediate confirmation.

**REGISTRATION QUESTIONS:** Visit the website [www.eetraining.eeoc.gov](http://www.eetraining.eeoc.gov) or contact our customer service staff at 703-291-0880 or toll free 1-866-446-0940; or send an e-mail to [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov) for more information TTY# 1-800-828-1120.

**CONFIRMATION:** Registrants will receive e-mail confirmation upon receipt of a complete registration and payment. Space is limited, so register early, preferably at least 14 days prior to the seminar. Late registrations will be accepted on a space-available basis. **Bring your e-mail confirmation to the seminar.**

**REASONABLE ACCOMMODATION REQUESTS —** If you need an accommodation, please note it on the registration form and we will contact you.

# U.S. Equal Employment Opportunity Commission

## EEOC Kansas City Seminar

Thursday  
August 11, 2016



### Schedule

7:30 a.m.  
Registration

8:30 a.m.  
Start

12:30 Lunch  
(Provided)

4:30 p.m.  
End

### Let the EEOC Be Your Trainer!

Experienced EEOC Staff will come to your worksite and provide training on popular EEO topics such as Harassment, EEO Overview, ADA Reasonable Accommodation and more.

For more information contact:  
Mocha Suell, Outreach & Education Manager, (314) 539-7949  
[mocha.suell@eeoc.gov](mailto:mocha.suell@eeoc.gov)

### Agenda

7:30 AM *Registration and Continental Breakfast*

8:30 AM *Welcome and Opening Remarks*  
James R. Neely, Jr., District Director - EEOC St. Louis District

8:45 AM *Legal Updates - The ADAAA and GINA Today*  
In 2008, the Americans with Disabilities Act Amendments Act (**ADAAA**) and the Genetic Information Nondiscrimination Act (**GINA**) were both enacted. Since then, the laws have had a major impact on businesses. An in-depth presentation on the laws, recent litigation, impact of court decisions, the interactive process, leave as an accommodation, direct threat, 100% healed requirement, impact of wellness programs, and best practices will be discussed.  
Christopher Kuczynski, Assistant Legal Counsel, EEOC

10:00 AM *Break*

10:15 AM *Transcending Gender and Religion in the Workplace (Panel)*  
**Lesbian, Gay, Bisexual, Transgender (LGBT)** issues have become a hot topic in public debate as well as in the workplace. Title VII coverage and protections for LGBT individuals will be discussed. **Religious Freedom vs. LGBT Rights** - When do your employment rights trump mine? Sexual orientation, gender identity and other LGBT issues can result in workplace conflicts and harassment complaints. A panel presentation and legal analysis with the EEOC, Plaintiffs' Bar and Defendants' Bar. **PDA / ADAAA** An examination of the Pregnancy Discrimination Act (PDA), issues relating to pregnancy, disability, caregiver discrimination, EEOC's updated guidance on pregnancy discrimination, *Young v. United Parcel Service (UPS)* and the intersection of the PDA and ADAAA.

11:30 AM *The Big Payback*  
There can be significant costs associated with **Retaliation**: monetary awards and settlements, low morale, high turnover, decreased productivity, etc. Retaliation is the most frequently alleged basis of discrimination in the private AND federal sector. Learn more about what constitutes retaliation, why it happens, and how to prevent it.

**40 is the new 30 (Except in the Workplace)**  
In today's millennial-driven job market, older workers certainly agree that age bias exists: 64% of workers aged 45 to 74 said they've seen or experienced age discrimination in the workplace, according to an AARP survey. A fresh look and analysis of the Age Discrimination in Employment Act - **ADEA** will be presented.

12:30 PM *Lunch and Networking* (Special Guest Speaker) - To Be Announced

1:30 PM *Toolkit for the Model EEO Employer (Panel)*  
The model employer fosters a work environment that is free from discrimination and promotes equal, fair, and inclusive employment opportunities for all employees. Learn best practices for **Recruitment, Hiring, retaining a diverse and talented workforce**. Legal updates and procedural changes affecting the **Federal Sector complaint process, Private Sector charge process** and the new **Digital Charge System** (ACT Digital). **Conducting and Surviving Internal Harassment Investigations** - Prompt and effective responses are critical and can limit or eliminate employer liability in a workplace harassment complaint or litigation. **Dusting Off the Employee Handbook** - Due to recent developments in case law, your employee handbook may need updating. Recent rulings and other guidance regarding social media, bullying, nursing, etc., may necessitate modifying, adding language to or deleting your current policies.

3:00 PM *Break*

3:15 PM *The State of Pay Today*  
The EEOC, National Labor Relations Board (NLRB) and Department of Labor's Wage and Hour Division (WHD) will share the latest guidance, statutory requirements and tips on pay transparency from their agencies; with an overview of the Equal Pay Act (**EPA**) and **Lilly Ledbetter Fair Pay Act**.

*Critical Updates for Federal Contractors (Panel)*  
Hear from the experts at the Dept. of Labor's Office of Federal Contract Compliance Programs (OFCCP) regarding the ADA, and new rules under Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act (**VEVRAA**).

4:30 PM *Adjourn*

This program has been submitted to the HR Certification Institute for review and SHRM recertification credits are being sought. Refresher training requirement for federal agency EEO (counselors, investigators and/or mediators) has been approved.

# EEOC KANSAS CITY SEMINAR 2016

Please print and  
use a separate form  
for each attendee

## ENROLLMENT

Event Code: 16T-STL-02

First Name \_\_\_\_\_ MI \_\_\_\_ Last Name \_\_\_\_\_

Title \_\_\_\_\_

Organization \_\_\_\_\_ Suborg. \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

E-Mail \_\_\_\_\_

Business Telephone ( ) \_\_\_\_\_ ( if TTY, please check here ☐ )

Fax No. ( ) \_\_\_\_\_ Company/Agency Tax ID Number \_\_\_\_\_

Do you require a reasonable accommodation, due to a disability, to attend this program? ☐ Yes

Describe accommodation requested or special diet needed: \_\_\_\_\_

## REGISTRATION FEE

☐ One day \$349 / \$329\* **Discount Price**

\*Discount price of \$329 available for online registrations received before August 10, 2016. All payments received after July 11 will be subject to a \$349 registration fee. Checks received after July 11 containing insufficient funds will be returned. Mail registrations to: EEOC Training Institute, 6841 Elm Street, Suite 1092, McLean, VA 22101

## PAYMENT TYPE

**Credit Card** ☐ MasterCard ☐ Visa ☐ American Express ☐ Discover

Account # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Card Security Code (3 or 4 un-embossed digits near signature block) \_\_\_\_\_

Cardholder Name (please print) \_\_\_\_\_

Signature \_\_\_\_\_ Cardholder Email \_\_\_\_\_

Cardholder Address \_\_\_\_\_

☐ **Check** Payable to **EEOC Training Institute** 6841 Elm Street, Suite 1092, McLean, VA 22101

☐ **State/Local Government Entities:** To request an invoice to secure payment via check or credit card, please contact the **EEOC Training Institute at 866-446-0940** or send an e-mail to [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov).

☐ Federal Government Agencies must complete the EEOC's Inter Agency Agreement (IAA Form) at the time of registration. Please contact the **EEOC Training Institute at 866-446-0940** or send an e-mail to [eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov).

**Person filling out this form (if different than registrant)**

Name: \_\_\_\_\_ E-mail: \_\_\_\_\_

► **REGISTER ONLINE** WITH A CREDIT CARD OR CHECK AT [www.eeotraining.eeoc.gov/tapsmain.html](http://www.eeotraining.eeoc.gov/tapsmain.html)

► **MAIL** to EEOC TRAINING INSTITUTE, 6841 ELM STREET, SUITE 1092, MCLEAN, VA 22101

► **QUESTIONS? CALL** 703-291-0880 or toll free 1-866-446-0940; **or e-mail**

[eeoc.traininginstitute@eeoc.gov](mailto:eeoc.traininginstitute@eeoc.gov)

### \* PAYMENT IS REQUIRED PRIOR TO TRAINING

Have you attended an  
EEOC-sponsored seminar,  
course or conference in the  
last 5 years? ☐ Yes ☐ No

# Employees  
at your facility?

- ☐ Under 50
- ☐ 50-99
- ☐ 100-249
- ☐ 250-499
- ☐ 500-999
- ☐ 1,000+

Your Organization:

- ☐ Federal Gov't
- ☐ State/Local Gov't
- ☐ Private

Your Position:

- ☐ Attorney
- ☐ EEO Director, Manager, Supervisor
- ☐ EEO Professional (Investigator, Counselor, Specialist)
- ☐ HR Director, Manager, Supervisor
- ☐ HR Staff
- ☐ Mediator, ADR
- ☐ Other Manager, Supervisor
- ☐ President, CEO, Owner
- ☐ Union Representative
- ☐ Other \_\_\_\_\_

How did you learn about this seminar?

- ☐ Brochure in mail
- ☐ Colleague
- ☐ EEOC event
- ☐ Email
- ☐ Website/Internet
- ☐ Newspaper/ Newsletter
- ☐ Professional Organization
- ☐ SHRM
- ☐ Other \_\_\_\_\_